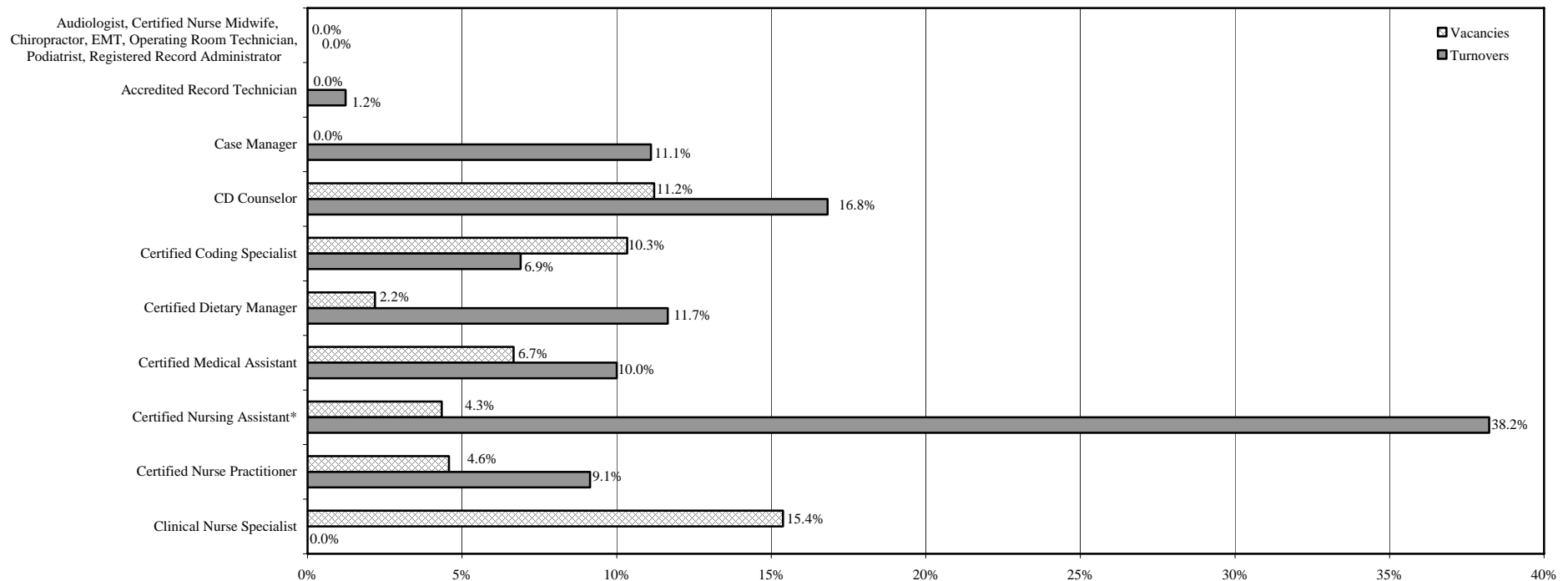


Statewide Data

Out of the 694 surveys sent out to the nine different facility types in South Dakota, 612 were returned for a return rate of 88.2 percent. See Appendix B for a table showing the actual number of positions, vacancies, and turnovers as well as the percent of vacancy and turnover for all positions listed in Figure 1. As illustrated in Figure 1, the position with the highest percentage of vacancies was nephrologist with 66.7 percent followed by clinic nurse specialist at 15.4 percent and psychiatrist at 14.8 percent. The positions with the lowest percentage of vacancies were audiologist, certified nurse midwife, chiropractor, emergency medical technician, operating room technician, podiatrist, registered record administrator, accredited

record technician, case manager, and MDS coordinator all with 0 percent. The position with the highest percentage of turnovers was certified nursing assistant with 38.2 percent followed by patient care technician at 31.9 percent and nursing assistant at 28.2 percent. The position with the lowest percentage of turnovers was audiologist, certified nurse midwife, chiropractor, emergency medical technician, operating room technician, podiatrist, registered record administrator, clinical nurse specialist, nephrologist, and ultrasound technician all with 0 percent. The statewide percent of budgeted vacancies and turnovers was 4.9 and 15.5 percent, respectively.

Figure 1
Percent of Vacancies and Turnovers



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

Note: Turnover is the number of employees who left the facility during the fiscal year.

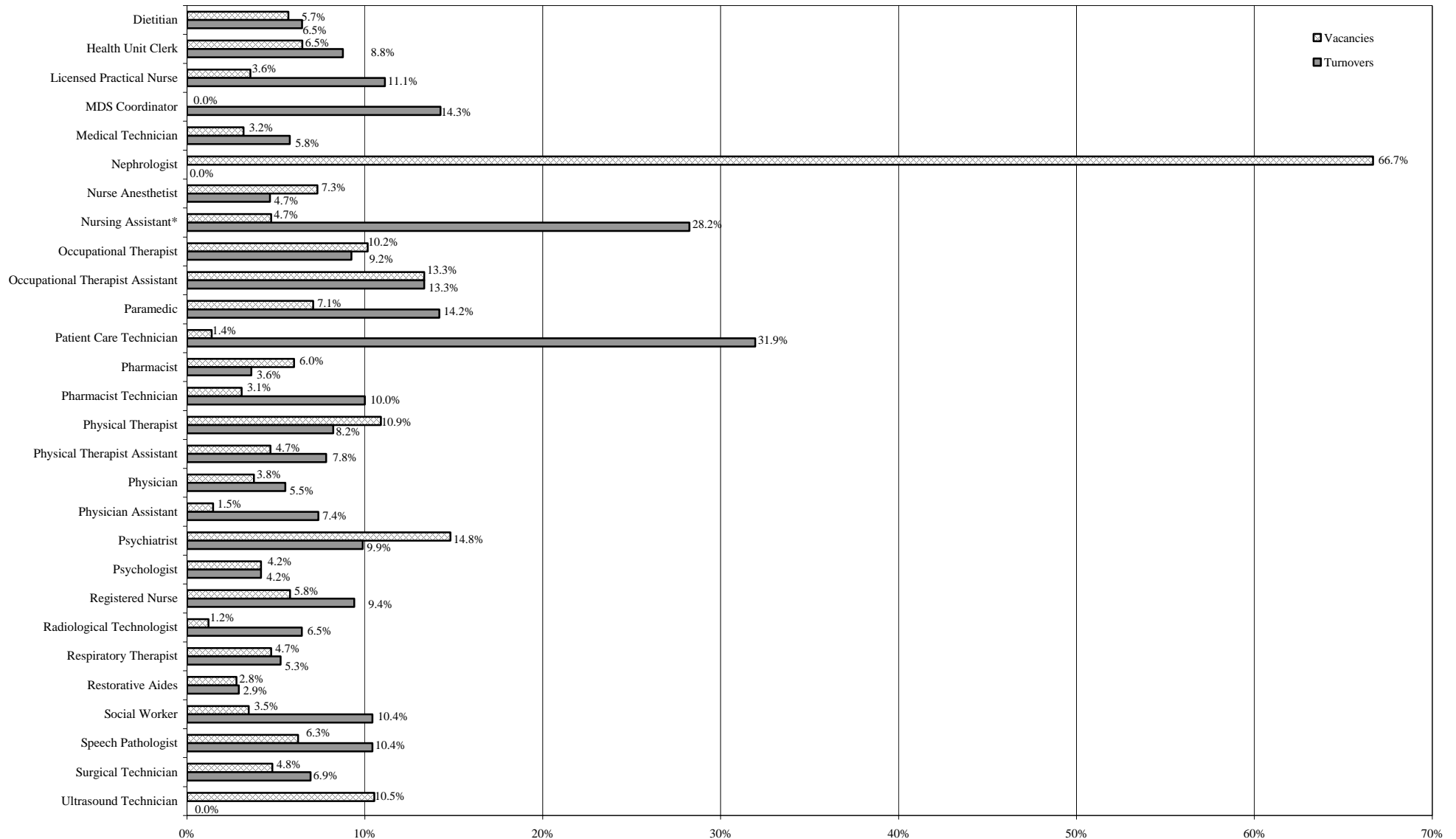
Vacancy numbers are as of January 31, 2005.

For definitions of percent of vacancies and percent of turnovers, see Appendix A.

* Starting in 2005 certified nursing assistants were analyzed separately from nursing assistants.

Please do not use past publications to conduct trend analysis on nursing assistants.

Figure 1
Percent of Vacancies and Turnovers (continued)



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

Note: Turnover is the number of employees who left the facility during the fiscal year.

Vacancy numbers are as of January 31, 2005.

For definitions of percent of vacancies and percent of turnovers, see Appendix A.

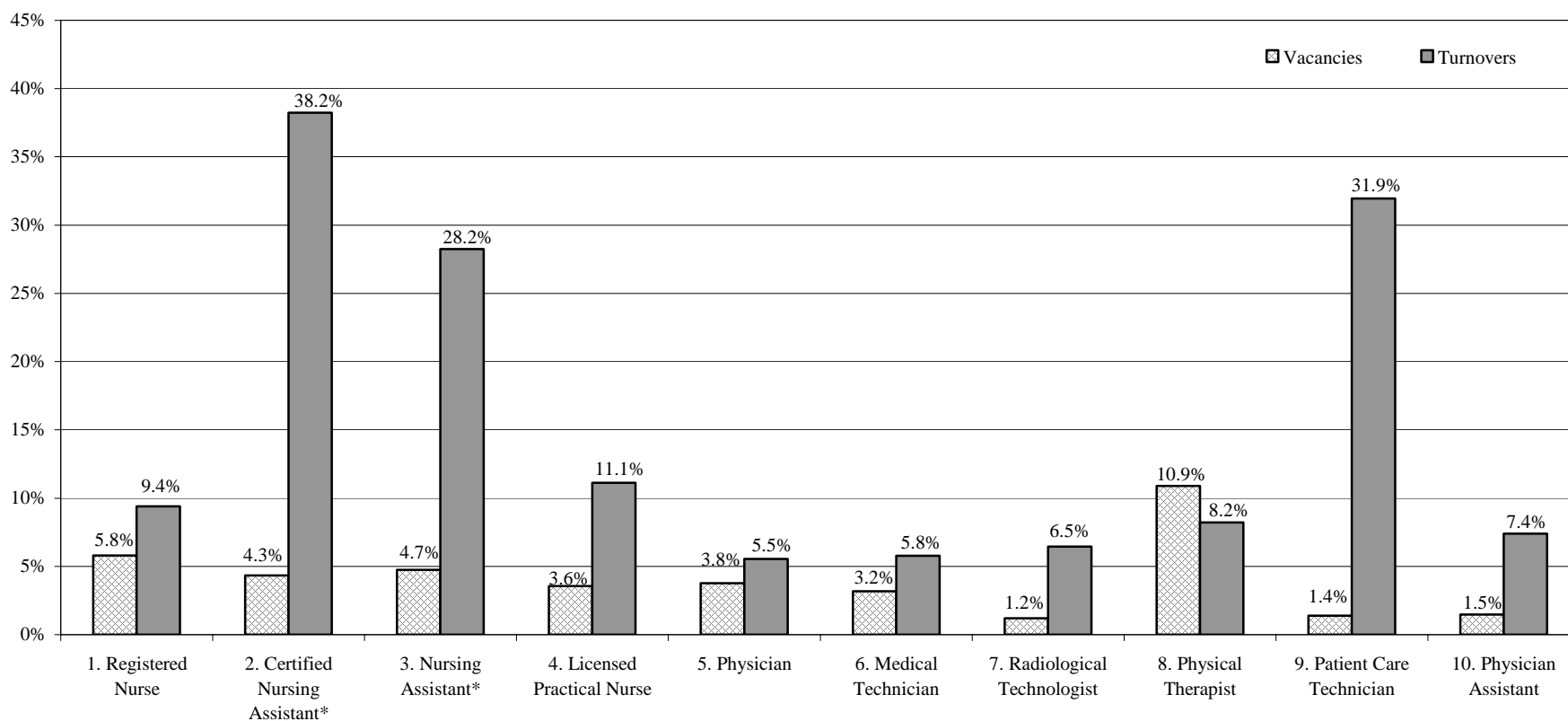
* Starting in 2005 certified nursing assistants were analyzed separately from nursing assistants.

Please do not use past publications to conduct trend analysis on nursing assistants.

Figure 2 illustrates the percent of vacancies and turnovers for the top 10 full-time budgeted positions employed at the nine facility types. The top 10 full-time budgeted positions refer to the 10 health care professions in which the largest numbers of people are employed. Physical therapist had the highest percent of vacancies with 10.9

percent followed by registered nurse with 5.8 percent and nursing assistant with 4.7 percent. Certified nursing assistant had the highest percent of turnovers with 38.2 percent followed by patient care technician with 31.9 percent and nursing assistant with 28.2 percent.

Figure 2
Top Ten Full-Time Budgeted Positions - Percent of Vacancies and Turnovers



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

Note: Turnover is the number of employees who left the facility during the fiscal year.

Vacancy numbers are as of January 31, 2005.

For definitions of percent of vacancies and percent of turnovers, see Appendix A.

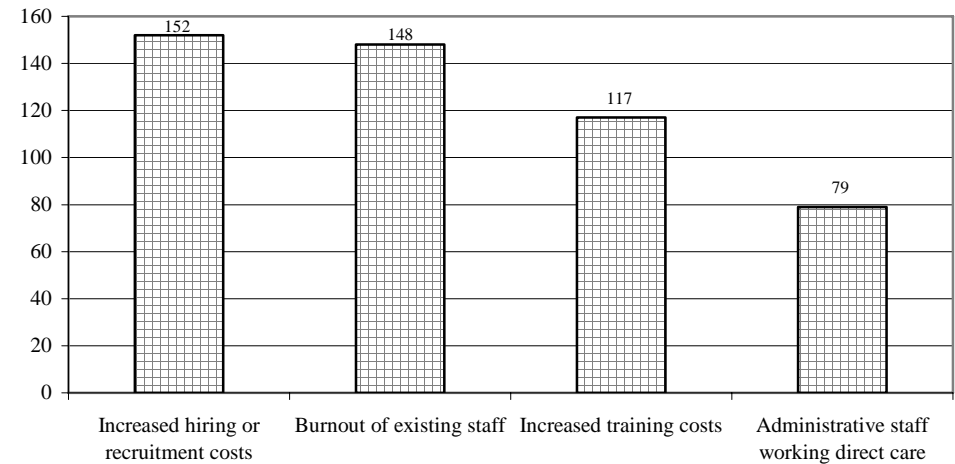
* Starting in 2005 certified nursing assistants were analyzed separately from nursing assistants.

Please do not use past publications to conduct trend analysis on nursing assistants.

Impact of Vacancies and Turnovers

Figure 3 provides the responses to the impact of vacancies and turnovers on facilities. All facilities were impacted similarly by vacancies and turnovers. Top responses from greatest to least were “increased hiring or recruitment costs,” “burnout of existing staff,” “increased training costs,” and “administrative staff working direct care.”

Figure 3
Impact of Vacancies or Turnovers on Facilities



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

Note: Turnover is the number of employees who left the facility during the fiscal year.

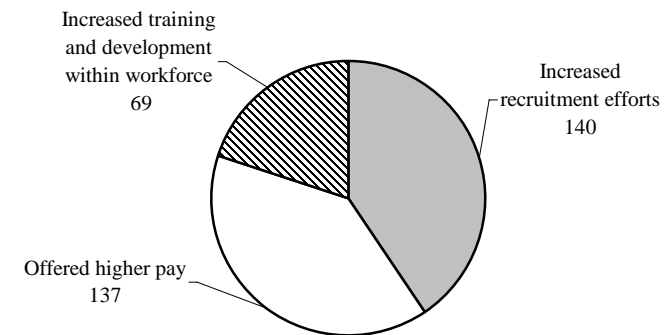
Vacancy numbers are as of January 31, 2005.

For definitions of percent of vacancies and percent of turnovers, see Appendix A.

Measures Taken for Hard-to-Fill Vacancies

Figure 4 indicates that surveyed facilities “increased recruitment efforts” most of the time as a measure taken to tackle hard-to-fill vacancies with 140 facilities choosing this response. “Offered higher pay” was a close second with 137 facilities choosing it. A total of 69 facilities checked “increased training and development within the workforce” for the third most marked response. Facilities were allowed to check more than one response.

Figure 4
Measures Taken to Tackle Hard-to-Fill Vacancies



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records